

DOCUMENT RESUME

ED 190 043

IR 008 514

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TITLE Surveys of Librarians' Benefits: An Annotated Bibliography.
INSTITUTION American Library Association, Chicago, Ill.
PUB DATE Sep 79
NOTE 17p.
EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS Annotated Bibliographies: Compensation (Remuneration): *Fringe Benefits: *Librarians: Library Administration: Library Personnel: Library Surveys: *Salaries: Wages

ABSTRACT

This annotated bibliography cites 39 titles of reports on academic, research, and public library conditions, which were compiled over a 2-year period by the LAMA/PAS Committee on Economic Status, Welfare and Fringe Benefits. Each annotated item was personally examined by a committee member: the six items in the addendum were not examined because they were not yet published, or came too late for examination. A copy of every item is available on loan from ALA. Where available, each item contains details of its availability from the original source or other holding agency. The committee plans periodic updates. (RAA)

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**Surveys of Librarians' Benefits:
An Annotated Bibliography**

**Compiled
by**

**Benefits Survey Subcommittee
LAMA/PAS Committee on Economic
Status, Welfare and Fringe Benefits
September 1979**

Benefits Survey Subcommittee Members

**Dr. Elaine Zarembo Jennerich, Chair
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Dana Alessi
Robert L. Migneault
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The following bibliography was compiled over a two-year period by members of the LAMA/PAS Committee on Economic Status, Welfare and Fringe Benefits. Each annotated item was personally examined by a member of the Committee. Items in the addendum were not examined by members, are not yet published or came to the attention of the committee too late to be examined.

A copy of every item on the bibliography is available on loan from the Office for Library Personnel Resources at ALA Headquarters, 50 East Huron St., Chicago, Illinois 60611. When available, each item contains either details of its availability from the original source or a person who can be contacted for further information about the survey, its execution and results.

The Committee plans to update the bibliography periodically. Any information about additional or revised surveys should be sent to OLPR which will forward it to the Committee.

9/79

Association of Research Libraries, Systems and Procedures
Exchange Center (SPEC). Fringe Benefits. SPEC Kit
#50, Jan. 1979.

Available to ARL members and SPEC subscribers for \$7.50

Available to non-members for \$15.00

Contact:

SPEC,
Association of Research Libraries
Office of Management Studies
1527 New Hampshire Ave., N.W.
Washington, D.C. 20036

Ninety-one ARL libraries responded to a request from the center for information on fringe benefits. Summaries of Benefit Programs are provided for 10 of the libraries; sabbatical leave policies, for 6 of them; leave policies, for 11 of them; and university education programs, for 5 of them. A two-page summary statement, outlining the SPEC kit, is included.

Association of Research Libraries, Systems and Procedures
Exchange Center (SPEC). Professional Development.
SPEC Kit #51, Feb. 1979.

Available to ARL members and SPEC subscribers for \$7.50

Available to non-members for \$15.00

Contact:

SPEC,
Association of Research Libraries
Office of Management Studies
1527 New Hampshire Ave., N.W.
Washington, D.C. 20036

The SPEC kit focuses on developmental activities which broaden an individual's knowledge, expertise, capabilities and professional competence. For several ARL libraries, professional development/education policies and research, study and consultation leave policies are described. Also included are the travel policies for several ARL libraries.

Association of Specialized and Cooperative Library Agencies.
Salary Data - State Library Agencies - September, 1978.

Contact:

ASCLA Executive Secretary
American Library Association
50 E. Huron Street
Chicago, Illinois 60611

A list of salary figures and ranges compiled by ASCLA for chief officers of state library agencies. Each state has salary ranges for state librarian, assistant, director of reader services, coordinator of LSCA/ESEA Titles, senior supervisors, consultants, specialists and beginning professionals.

Barton, David. Minnesota Bookmobile Employee Compensation Survey. Virginia, MN: Arrowhead Library System, April 1978.

Contact:

David Barton
Extension Librarian
Arrowhead Library System
701 North 11th Street
Virginia, Minnesota 55792

Barton compiled salary and fringe benefit information from 17 library public library systems in Minnesota. A sample of the questionnaire is included. The results are in 3 parts: A) A chart listing all information obtained in the survey including wages, fringe benefits, leave and retirement; B) salary lists for drivers, non-drivers and average salary; C) list of conclusions.

Beasley, Clarence W. 1979 Salary for Selected Louisiana Parish Librarians.

Available for \$5.00

Contact:

Clarence Beasley
St. John the Baptist Parish (County) Library
Riverlands Shopping Center
Airline Highway
LaPlace, Louisiana, LA 70068

The study was done with the objective to reach a recommendation for the 1979 salaries of 38 Louisiana parishes. Statistical information came from materials gathered by the Louisiana State Library. A major focus of the study was to compare librarians' salaries to other workers such as classroom teachers and civil service workers.

Canadian Library Association. 1971 Public Library Salary Survey.

The survey includes salary figures for each province, subsidization for professional activities, pensions, health plans, maternity leaves, sabbaticals, sick leaves, and study benefits. The report is in narrative and chart form and some conclusions are drawn.

Capitol Region Library Council. Capitol Region Public Library Budget Information Survey. Hartford, Connecticut, 1978.

Contact:

Ms. Dency Sargent
Executive Director
Capitol Region Library Council
275 Windsor St.
Hartford, Connecticut 06120

This three-page chart of budget figures includes a total salary figure, vacation and sick leave benefits for 16 Connecticut public libraries.

Cassell, Marianne K., comp. Vermont Department of Libraries Salary Survey. Montpelier, Vt., Dec. 1977. (VT Dep't of Libraries.) 9p.

Contact:

Marianne K. Cassell
Development and Adult Services Consultant
Vermont Dept. of Libraries
Montpelier, VT. 05602

Update scheduled Fall 1979. Based on 110 completed questionnaires mainly from public libraries. Academic and special library returns only for comparison. Computed on hourly scale, without fringe benefits. Concludes that pay ranges from sub-minimal to equal with other city employees. Includes table of suggested minimums for wage-earners, custodian to librarian.

Children's Librarians Association of Suffolk County. Library Practices Committee, Survey of Children's Services and Professional Status of Children's Librarians in our Public Libraries of Suffolk County. Suffolk County, N.Y., 1975.

Contact:

Sandra Feinberg
Head of Children's Services
Middle Country Public Library
101 Eastwood Blvd.
Centereach, NY 11720

In section III of the survey, statistics on benefits and average salaries are covered. Various leave policies, number of hours in the work week, Saturdays, Sundays and evenings worked and the compensation received, union representation, membership in professional organizations, and attendance and involvement in professional meetings are summarized. Responsibilities are also included.

Connecticut, FLAG Personnel Survey. May 1978

18 public and academic libraries within state answer questions about hours, season changes, work week, budget, staff, salaries, requirements, years service. Also CETA employees. No fringe benefits or breakdowns by sex, minority. Two largest libraries, Stamford and Bridgeport, are \$2000 apart on beginners' salaries. Bridgeport is higher in most other categories, also. Compiled data only; no written observations.

Frankie, Suzanne, comp. ARL Annual Salary Survey 1977-1978. Washington, Association of Research Libraries, November 1978.

Contact:

Association of Research Libraries
1527 New Hampshire Ave., N.W.
Washington, D.C. 20036

Tabulations of median and beginning professional salaries for budgeted positions in all ARL libraries, plus without fringe benefits, averages for filled positions. Supplementary tables separate by position, sex, minority, geography, size and type of institution. Projected 1978 - 1979 figures show a 2.9 per cent decline in purchasing power, larger than 1973 - 1974's 2.3 per cent decline. Men tend to hold top management positions (71 per cent) although 38 per cent of all positions are held by men. Women tend to be department heads (73-76 per cent). Salaries for men in the same positions as women generally are higher. The

small number of minority librarians earn slightly more than non-minority. Librarians in public institutions earn more than in private institutions.

"Fringe Benefit Survey: A Statistical Report for Fulltime Public Employees." New Jersey Libraries, 10, no. 3: 14-16 (April 1977).

This is a survey of public library fringe benefits completed in 1976 by the Personnel Administration Committee of the New Jersey Library Association. Hours in the work week, compensation of overtime, pay differential for evening and weekend work, and leave policies for personal, sick and vacation days are covered. Health, life and auto insurance and retirement plans are included, as well as policies for librarians to attend meetings and take courses.

Getz, Malsolm. Public Libraries and Labor Markets. Cambridge, MA: National Bureau of Economic Research, March 1979. (NBER Working Paper Series, Working Paper No. 328).

Available for \$1.00

Contact:

National Bureau of Economic Research
1050 Massachusetts Ave.
Cambridge, MA 02138

or

NBER West
204 Junipero Serra Blvd.
Stanford, CA 94305

From author's abstract: "Differences in labor compensation across 31 large public library systems are examined based on the author's interview survey." Getz describes salaries, working conditions and fringe benefits and discusses how librarians fare in city labor markets.

Charts, Willie Dee and Graves, Sid. "Group Insurance in Mississippi Public Libraries", Mississippi Library News, 41:76 (June 1977).

This reports that fifteen public library systems in Mississippi offer group insurance benefits to their employees, according to a survey conducted in 1976-77. This is a very short, one page, summary of that survey.

Heim, Kathleen M. and Kacena, Carolyn. "Sex, Salaries and Library Support." Library Journal 104:675-680 (March 15, 1979).

Using data from the 1977 survey of public libraries conducted by the Public Library of Fort Wayne and Allen County, Indiana, the report analyzes the relationship between sex of director and per capita library support in large public libraries. Analyses are done by region and include average and median figures, financial advantage of men to women and other figures.

Indiana Library Association. Report of the Task Force on the Status of Women in Indiana Libraries. Nov., 1978.

Contact:

Sally Hunt
Monroe County Public Library
303 East Kirkwood Avenue
Bloomington, Indiana 47401

Two pages of this report deal specifically with staffing and salary pattern differences between male and female employees in Indiana libraries both academic and public.

LACONI (Library Administrators Conference of Northern Illinois.)
Salary Survey, March 1979.

Available for \$5 - \$6.

Contact:

Kathleen Mehaffey
LACONI
Flossmoor Public Library
2801 School Street
Flossmoor, Illinois 60422

A survey of all public libraries in LACONI. Includes square feet, hours of service, use of volunteers, population served. For each library, also, specific salaries or ranges are listed for each employee as well as educational attainment, years at the library and years of total experience.

"Library Staff Salaries." Academe, 12:4 (December 1978).

AAUP took salary data from National Center for Education Statistics, Library Branch, academic year 1977-78. Two-year academic institutions pay higher than research universities and much higher than colleges. Public pay higher than private. Church-related pay lowest.

Massachusetts Board of Library Commissioners. Planning and Research Unit. Data for Massachusetts, 1978; Public Library Personnel Report. 1978.

Contact:

Donald Buckholtz
Planning and Research
Massachusetts Board of Library Commissioners
648 Beacon St.
Boston, MA. 02215

"Third year of reports of salary and staffing information for Massachusetts Public Libraries." Everything. Position classifications, population groups, annual salaries, work weeks, number of employees, fringe benefits in detail. The questionnaires themselves. Summary Tables.

Metropolitan Library System. Personnel - Salaries/ Benefits. Oklahoma, OK., March 1978.

Five Oklahoma Public and School Library systems give salaries for years in service, compared to work-year. School librarians come out very well for a 44-week year. Only the highest classification of public librarian comes out better by a bit. A bank survey at community clerical jobs shows them higher-paid by 25 per cent than similar library jobs. Turnover in library systems correspondingly high, especially as fringe benefits (nicely detailed) don't compensate.

Metropolitan Washington Council of Governments. Metropolitan Washington Library Council. Information Through Cooperative Action, 1975, 76, 77, 78. Annual.

Available for \$5.00

Contact:

Metropolitan Washington Library Council
1225 Connecticut Ave., N.W.
Washington, D.C. 20036

The annual report of the Council, includes a large section of statistics on salaries and fringe benefits of public and academic libraries in Washington Area.

Metropolitan Washington Library Council. Annual Statistical Data for Public and Academic Libraries in the Metropolitan Washington Area. Fiscal Year 1978.

Contact:

Metropolitan Washington Council of Governments
1225 Connecticut Ave., N. W.
Washington, D.C. 20036

Statistics are in three sections: Public Libraries, University Libraries, and College Libraries. Public Libraries section is the most comprehensive. Figures include services, holdings and circulation, employee fringe benefits and salary ranges. The report is in chart form and does not include interpretation of the data.

North Carolina Library Association. Public Library Section. Personnel Committee. Wage Survey. Fall 1978.

Contact:

Patsy J. Hansel
County Librarian
Onslow County Public Library
501 Doris Avenue E.
Jacksonville, N.C. 28540

A compilation of public library statistics from annual personnel reports submitted to the North Carolina State Library, this two-page chart lists the following: system name, director's salary, director's experience, professional salary range, breakdown of professionals by years of experience, and salary of business manager.

Orlando Public Library. Summary of Work Benefits Survey - April 1978.

Contact:

Glenn Miller, Director
Orlando Public Library
Ten North Rosalind
Orlando, Florida 32881

This is the fourth annual survey which has been completed, and it outlines benefits for 69 selected public libraries throughout the U.S. having annual budgets of \$1 million or more. Covered are hours of work, holidays, leave policies

for vacations, sick leave, death in the family and professional leave. Retirement, health and life insurance and privileges for parking and credit union use are included. Union organization is also listed. (Fifth annual survey published October 1979.)

Public Library of Fort Wayne and Allen County. Statistics of Public Libraries in the United States and Canada Serving 100,000 Population or More. Fort Wayne, Indiana, biennial.

Available for \$2.00

Contact:

1979 Statistics
Public Library of Fort Wayne & Allen County
900 Webster Street
Fort Wayne, IN 46802

The June 1979 statistics include figures from 317 libraries. Included are population served, total budget, director and assistant director's salary and salary of beginning professional librarians.

Reid, Marion T. "1976-77 Professional Salaries and Fringe Benefits" Louisiana Library Association Bulletin, 41: 50-54 (Winter 1979).

21 out of 32 academic libraries tell about budget, staff size and requirements, titles, fringe benefits (including education and research time-off). Observations: Mean salaries from \$13,238 for rank - and - file to \$23,008 for directors. Maximums \$16,094 to \$31,774. Men higher than women for fewer years service.

Sandstedt, Carl R., comp. 1979 Salary Survey West North Central States. St. Charles, MO: St. Charles City County Library, 1979. Annual.

Contact:

Carl R. Sandstedt, Director
St. Charles City County Library
1900 Merrill Drive
St. Charles, MO 63301

A brochure format reports population and budget figures for selected public libraries and systems in Iowa, Kansas,

Missouri, Nebraska, Minnesota, North Dakota and South Dakota. Figures include percent of budget for personnel and salaries for professionals and nonprofessionals. Also includes a salary index which shows salary growth using ranges as the basis.

Simpson, Antony E. "Graduate Study Benefits for the Library Employee in Manhattan." Journal of Education for Librarianship, 12: 40-47 (Summer 1971).

The article analyzes and summarizes the replies from forty libraries in Manhattan about their financial and other assistance for their employees studying for graduate degrees in fields other than library science. Though the figures may be outdated now, the sample letter and questionnaire will be helpful.

Smith, Karen F. comp. SUNYLA Salary Survey 1977 - First Report. SUNYLA Personnel Policies Committee. March 1978.

28 SUNY and ten community college libraries give salaries by rank and type of library, 1977 compared to 1975, both averages and medians. Male and female. Distribution charts that show largest groupings at \$11,000 and \$15,000 points. The smallest grouping is at \$22,000, with \$23,000 and being twice as large (survey excluded directors). Unique chart details "promotions received," with age, degrees, experience, tenure.

South Central Area Library Administrators. Staff Salary and Budget Survey 1978-79, Public libraries in South Central Connecticut.

Contact:

Southern Connecticut Library Council,
Buley Library
Southern Connecticut State College
New Haven, CO. 06515

Tabulates figures from 20 towns, including population, volumes, branches, fiscal year, total budget. There are breakdowns of budget into salaries, fringes, materials, and maintenance. Personnel areas include hours in work week, numbers and type of staff and salary ranges for all type employees. There is no attempt to evaluate or draw any conclusions from the figures.

Special Libraries Association. "SLA Salary Survey 1976."
Special Libraries: 597-624 (December 1976). Special
 Libraries Association. "SLA 1978 Salary Survey Update."
Special Libraries: 501-502 (December 1978).

Standard salary format in terms of percentiles - instead of in \$1,000 increments. Average of lowest and highest 10 per cent instead of lowest and highest salaries to prevent identification of individuals. Clarification of mean and median, "mean" here being the average. Mean in 1976 was \$16,300, in 1978, it was \$18,400, an increase of 13 per cent. Vast quantities of other information by Standard Metropolitan Statistical Area, including such gauges as number of clerks supervised and primary responsibility.

State of New Jersey, Dept. of Education, Public Library
 Statistical Report. Questionnaire - p.8 refers to
 fringe benefits.

Contact:

David C. Palmer, Assistant State Librarian
 State Library
 185 West State St., P.O. Box 1898
 Trenton, NJ. 08625

The questionnaire is the form used for gathering data for an annual report. The part dealing with benefits asks for information, broken down by professional and non-professional staff, on differential pay for evening and weekend work, vacation and sick leave and whether or not the time is cumulative, the retirement plan, the number of volunteers in the library, and whether or not the library staff have a recognized bargaining agent. Also included are the "Salary Data for 1978" and the "NJLA 1979 Recommended Salary Schedule for Public Libraries" which appeared in New Jersey Libraries, 11:5-9 (November 1978).

1979 Statistics of Southern Public Libraries Memphis, TN:
 Memphis/Shelby County Public Library, 1979.

Contact:

C. Lamar Wallis
 Director of Libraries
 Memphis/Shelby County Public Library
 1850 Peabody Avenue
 Memphis, TN 38104

Salary figures from libraries with budgets of \$250,000 or more are arranged by type of employee, i.e., beginning clerk, beginning subprofessional, beginning professional, dept. head, asst. librarian and head librarian. A copy of the questionnaire used to compile the figures is included.

Texas Library Association. College and University Libraries Division. Survey on the Status of Academic Librarians in Texas. 1979.

Contact:

Texas Library Association
8989 Westheimer, Suite 108
Houston, Texas 77063

A report of a survey to investigate the status of academic librarians in Texas, and to make recommendations toward improving status. Survey information includes type of library, size of staff, working hours, benefits, tenure policies and other faculty related items. Conclusions are drawn and several recommendations made. Results are set up in the same format as the original survey.

U.S. Civil Service Commission. "Librarian." State Salary Survey. Aug. 1978.

"Professional beginning level class in the library science series...in charge of a small institutional or departmental library or assistant to higher librarian in operation of large library." Salary ranges as well as mean salaries included.

Walker, Loretta. Academic Status in the Capital District Library Council. Union College, Schenectady, N.Y. 1978.

Contact:

Loretta Walker
Head, Information Services
Schaffer Library
Union College
Schenectady, NY. 12308

17 academic libraries around Albany, NY declare that most have faculty status, although fewer have professorial titles. Almost all, however, may go to faculty meetings and serve on faculty committees. Around half have eleven-month contracts with no extra compensation beyond nine-month academic year. Beginning salaries were below \$11,500.00.

Westchester Library Association, College Libraries Section.
Survey of Status and Fringe Benefits of Academic Librarians
Westchester County - 1978-79.

Contact:

L. Doris Viacava
 Iona College, Ryan Library
 715 North Avenue
 New Rochelle, NY 10801

A survey of 16 colleges in Westchester County, NY comparing general information, faculty status, contract terms, salaries and fringe benefits. A sample of the questionnaire is included. The Board of the College Section has the original questionnaires on file for more details. Salary information does not include ranges but only announced minimum wage, parttime hourly wage, influences on salary, and bases for salary increases.

Westchester Library Association. College Section. Salary
Survey, Westchester College Librarians 1978-1979.

Contact:

L. Doris Viacava
 Iona College, Ryan Library
 715 North Avenue
 New Rochelle, NY 10801

A one-page chart which lists salary ranges in comparison with length of contract, educational level of librarian, years as a librarian and years with current employer. Based on a survey sent to all librarians listed in the WLA College Libraries Section Directory.

Wisconsin Association of Public Librarians, Committee on Personnel and Professional Concerns. Position Classifications for Wisconsin Public Libraries. Results of Survey. 1978.
 Wisconsin Association of Public Librarians, Committee on Personnel and Professional Concerns. Position Classifications for Wisconsin Public Libraries. 2d ed. 1979.

Contact:

Lida Pineles, Chairman
 Personnel and Professional Concerns Committee
 Wisconsin Association of Public Librarians
 Beloit Public Library
 409 Pleasant Street
 Beloit, Wisconsin 53511

The title of the 1978 work is a misnomer. It contains no position descriptions, but lots of compiled data from 156 libraries divided by population of service area. Salaries (rank-and-file \$10,000 - \$18,000), fringe benefits in great detail.

The 1979 work is: "An attempt to create a hierarchy of typical library duties based on the qualifications and experience required to satisfactorily perform them... based on current practice in Wisconsin." Glossary, Bibliography. Thorough descriptions, purportedly for directors. No description of data for directors. No description of data collections methods or number of type of respondents.

Addendum

Bailey, Martha J. "Compensation Plans for Library Faculty Members." New Horizons for Academic Libraries. To be published by K.G. Saur. Presented at ACRL, Boston 1978.

Shearer, Kenneth and Ray L. Carpenter. "Public Library Support and Salaries in the Seventies." Library Journal, 101:777-783 (March 15, 1976).

"Minimum Recommended Salaries and Fringe Benefits for Employees of West Virginia Public Libraries." West Virginia Libraries, 29:31-33 (Fall 1976).

Akron-Summit County Public Library. Akron, Ohio. Public Libraries-Summary, Pay Ranges and Fringe Benefits. September 1977.

Publisher:

Yarger and Associates, Inc.
 2830 Mary Street
 Falls Church, VA

Law Library Journal. May issue is annual statistical survey of law school libraries and librarians.

Strangle, Peter and William Neff Hoke. A Survey of Salaries of Medical School Librarians in the United States and Canada 1976-77. Stanford, CA: Stanford University Medical Center, May 1977. Under auspices of Medical Library Association.